

Comparisons of Job Characteristics

Focus Occupation: Librarians (25-4021)

Associated Occupation: Instructional Coordinators (25-9031)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 84

Focus Occupation: Librarians (25-4021)

Associated Occupation: Instructional Coordinators (25-9031)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Education and Training	9.2	24.6	15.1	<<	Extensive education and/or training may be required
English Language	11.2	20.8	17.7	<	Expanded education and/or training may be required
Psychology	6.4	14.3	8.9	<<	Extensive education and/or training may be required
Personnel and Human Resources	5.6	14.2	8.1	<<	Extensive education and/or training may be required
Administration and Management	8.4	13.4	10.7	<	Expanded education and/or training may be required
Clerical	7.3	12.9	13.0	0	Current knowledge level may be sufficient
Sociology and Anthropology	4.1	12.1	8.6	<<	Extensive education and/or training may be required
Communications and Media	5.3	11.3	10.1	<	Expanded education and/or training may be required
Therapy and Counseling	3.8	11.3	3.8	<<	Extensive education and/or training may be required
Philosophy and Theology	3.2	9.6	6.7	<<	Extensive education and/or training may be required
Foreign Language	2.7	7.6	4.4	<<	Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 94

Focus Occupation: Librarians (25-4021)

Associated Occupation: Instructional Coordinators (25-9031)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Reading Comprehension	10.7	16.2	13.6	<	A higher skill level may be required
Learning Strategies	7.2	15.2	8.6	<<	Extensive development of skills in this area may be required
Speaking	10.8	15.1	12.2	<	A higher skill level may be required
Writing	9.2	14.6	12.2	<	A higher skill level may be required
Monitoring	9.9	13.9	11.5	<	A higher skill level may be required
Active Learning	8.7	13.6	9.8	<<	Extensive development of skills in this area may be required
Instructing	7.8	13.2	10.7	<	A higher skill level may be required
Coordination	9.1	12.9	10.2	<	A higher skill level may be required
Time Management	8.9	12.8	10.0	<<	Extensive development of skills in this area may be required
Service Orientation	7.9	11.5	10.7	0	Current skill level may be sufficient
Management of Personnel Resources	6.9	11.1	7.9	<<	Extensive development of skills in this area may be required
Negotiation	6.8	11.1	8.1	<<	Extensive development of skills in this area may be required
Persuasion	7.4	10.7	8.6	<	A higher skill level may be required
Systems Evaluation	6.4	10.3	7.7	<<	Extensive development of skills in this area may be required
Management of Material Resources	3.7	6.2	5.8	0	Current skill level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 97			
Focus Occupation: Librarians (25-4021)					
Associated Occupation: Instructional Coordinators (25-9031)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Written Comprehension	11.0	17.0	14.8	<	Some improvement in abilities may be required
Oral Comprehension	12.5	15.7	15.1	0	Current ability level may be sufficient
Oral Expression	12.4	15.7	14.2	<	Some improvement in abilities may be required
Written Expression	9.8	15.4	13.6	<	Some improvement in abilities may be required
Deductive Reasoning	10.6	12.9	10.7	<	Some improvement in abilities may be required
Speech Clarity	10.2	12.9	11.9	0	Current ability level may be sufficient
Inductive Reasoning	10.2	12.8	11.4	<	Some improvement in abilities may be required
Information Ordering	9.9	12.2	11.9	0	Current ability level may be sufficient
Originality	7.6	12.0	8.1	<<	Extensive improvement in abilities may be required
Fluency of Ideas	7.6	11.1	8.6	<	Some improvement in abilities may be required

Memorization	5.6	8.9	7.9	<	Some improvement in abilities may be required
Time Sharing	6.6	8.5	7.1	<	Some improvement in abilities may be required
Speed of Closure	5.9	8.2	6.2	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 65

Focus Occupation: Librarians (25-4021)

Associated Occupation: Instructional Coordinators (25-9031)

Work Activities	Exclusivity of Activity
Catalog or classify materials or artifacts	82
Conduct training for personnel	30
Develop policies, procedures, methods, or standards	21
Direct and coordinate activities of workers or staff	3
Make presentations	13
Order or purchase supplies, materials, or equipment	35
Use oral or written communication techniques	1
Use public speaking techniques	13
Write research or project grant proposals	33

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 93

Focus Occupation: Librarians (25-4021)

Associated Occupation: Instructional Coordinators (25-9031)

Tools and Technologies	Exclusivity
Audio and visual equipment	4
Business function specific software	1
Computers	1
Content authoring and editing software	1
Content management software	6
Development software	4
Duplicating machines	6
Information exchange software	1
Network applications software	1
Projectors and supplies	13

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.